

# Connecting College and Careers

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# Center for Career Connections

The **Center for Career Connections** ("CCC") helps students transition from Applied Learning experiences during their freshmen/sophomore years, to Internships in their Junior/Senior years, and finally to a job when they graduate. Our staff works side-by-side with students through this transition; but also, fosters an empowered environment which will bode well for their future development. The CCC houses the following integral programs: Career Institute, Millennial Scholar Academy and Professional Development Series.



# 2004

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Report 2004



LILLY ENDOWMENT

ANNUAL REPORT

2004





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*Bob Vitoux, finance director at DePuy Orthopaedics, works with Grace students in the OSI program. Also based in Warsaw, Ind., DePuy designs, manufactures and distributes orthopaedic devices and supplies.*

here and there, one or two a year. Now we're going to be able to plug into the local museum industry – and it is thriving – in a way that is much more intentional. We're hoping to recruit certain kinds of students for internships and track their successes."

For an institution that has always considered teaching as its primary mission, such efforts are a real achievement, according to Bruce Strom, a member of the U of I School of Business faculty and director of the institute.

U of I hopes to influence directly at least 150 students in their career paths. But the payoff for the future is incalculable, according to Strom.

"We were hoping to create 25 new business partnerships, but we've gone through the roof on that goal. We're literally in the hundreds of new partnerships now," Strom says. "Faculty have plumbed the wells to develop contacts and partnerships. We wanted to transform the way that the university communicated with the business community, and we've been more successful than we ever thought we could be. Transformation is difficult, but we've transformed the way we do things here," he says.



# 2004 - 2015



# Question

**1. What is the best way for institutions to approach businesses for partnerships?**



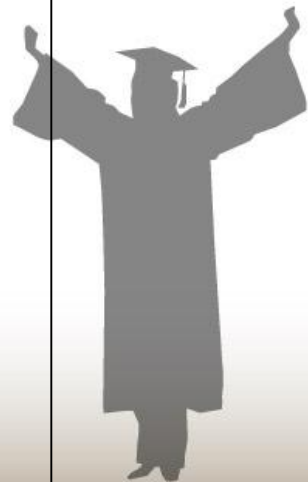
# Best way to approach businesses

## Applied Learning

- Proactive
- Yellow pages
- Meet over coffee
- Include Internship Director to collaborate on connections
- Use community connections

## Internships

- APL and Internships together
- Utilize prior and current community leaders
- Set up “Recruitment Meetings”
- Have community members speak in classes





# Question

**2. What is the best way for businesses to approach institutions?**





# Best way to approach Institutions

## Applied Learning

- Emails
- Calls

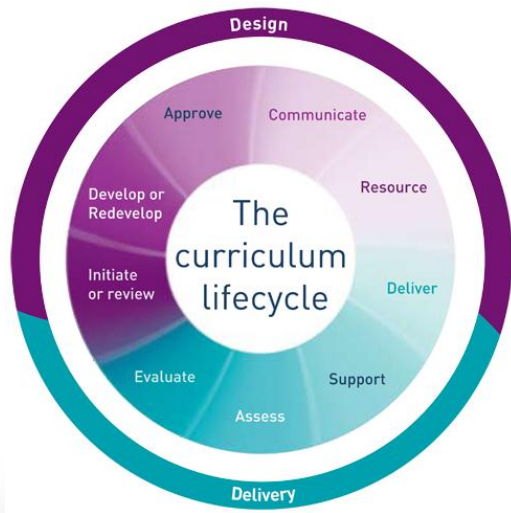
## Internships

- Post on College Network
- Email or call Director about opportunities
- Events
- Speak in classes



# Question

## 3. What steps must be taken within the institute to modify curriculum?



# Steps to modify curriculum

## Applied Learning

- Requirements on check sheets
- All Applied Learning experiences go through Director

## Internships

- School of Business
- Support from the top
- Run all internships through Internship Director



# Question

**4. What, if anything, must be done for accreditation?**





# Accreditation Issues

## Applied Learning

- Credit hour definition
- Faculty Approval
- Learning Outcomes
- Assessment

## Internships

- Credit hour definition
- Faculty “buy-in”
- Learning Outcomes
- Assessment



# Question

**5. How are students matched with employers for career experiences?**



# How are students matched?

## Applied Learning

- APL binder listing over 190 experiences
- Internal portal lists all 190 experiences
- Students decide who they want to connect with
- New experiences forwarded to applicable professors

## Internships

- New experience emailed to students in applicable major (via spreadsheet database housing all majors/students)
- Meet one-on-one with students



# Question

**6. Do certain matching strategies work better than others?**





# Best matching strategies

## Applied Learning

- Allowing students opportunity to match themselves works well

## Internships

- Providing same opportunities to all students
- Prefer employer to select from pool of applicants rather than us pre-select candidates



# Question

**7. How have students reacted to embedded career experiences?**



# Embedded career experiences

## Applied Learning

- Some confusion for students on what experiences are embedded
- Continue clarifying conversations with students

## Internships

- Applied learning credits embedded – students love this 2-for-1 advantage!



# Question

**8. What else should educators consider?  
Any words of caution?**





# What else for educators

## Applied Learning

- Assure experiences are college credit worthy
- Experiences must be approved through APL Director

## Internships

- Collaborate and consolidate across Schools
- Encourage students to connect with Center for Career Connections
- Allow internships *anytime*



# Question

**9. What else should employers consider?  
Any words of caution?**



# What else for employers

## Applied Learning

- Work with educators to make sure experiences college credit worthy

## Internships

- The value of internships
- Internships have become the interview for full-time employment after college
- Opportunity to find talent through an internship
- Virtual internships are a growing field – be open to it



# But, remember...

Students will make mistakes –  
failure best way to learn the job  
and critical thinking skills







**THANK YOU!**

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